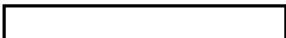


16. March 1981

MEMORANDUM FOR: Executive Officer, Office of Medical Services

STATFROM:


Chief, Career Training Staff/OTE

SUBJECT: Psychological Testing and Assessments
and the Career Training Program

1. One of the most valuable instruments in reviewing Career Training applicant files and in conducting applicant interviews are the results of the PATB I test. These results enable the Career Training Staff to gain insight into the overall intellectual abilities and language aptitude of the applicant, and when compared with the academic transcript, provide a good basis for judging how hard the applicant worked in college and how effectively his intellectual abilities have been used. For example, an individual with high test results and a poor academic performance may not have applied himself or herself very well during college. On the other hand, an individual who tests in the mid range and makes Phi Beta Kappa is probably a person who works hard and is getting maximum mileage out of his or her abilities. Finally, if a person tests high and turns in an impressive academic performance, it is clear that we are dealing with an intellectually talented individual.

2. PATB II gathers personality data as well as testing the applicant on contemporary world affairs. Of less immediate use in the selection decision is the testing on computational skills and the ability to read graphs and charts. We place heavy weight, however, on the results of the language aptitude and the international affairs test. The other personality data and vocational interests are more of concern to the Psychological Services Division as they conduct the intensive assessments of our applicants. These assessments are vital to the decision to hire since they key on a number of characteristics and attributes which are difficult, if not impossible to discern solely in intensive interviews by CT Program and DDO Junior Officer Board Officers. In short, both the PATB I and II results and personality assessments by PSD are integral and essential in the selection process of Career Training applicants.


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